

Position Details: Health Equity Specialist

Position Title	Health Equity Specialist
Employment Type	0.8 FTE – Permanent position
Exemption	This position is only open to women and gender diverse people (i.e., people who identify as women and people whose gender identity does not align with the gender assigned at birth, including trans, non-binary, agender, intersex and other gender diverse individuals; not including individuals for whom their biological sex and gender identity is male). EOE H319/2022
Location	Women's Health In the North (WHIN), Level 2, 266 Raglan Street, Preston. Flexible working arrangements can be negotiated.
Reports to	Health Promotion Program Lead The Health Equity Specialist is a member of the Health Promotion Team

Organisational Context

Women's Health In the North (WHIN) is a leading feminist organisation advancing the health, safety and wellbeing of women and gender-diverse people. Founded in 1991, Melbourne's north is our heart. As part of Victoria's Women's Health Services Network, our work extends statewide and has national influence.

Through health promotion, primary prevention, advocacy, partnerships and systems reform, we work to advance gender equity and create the conditions for women and gender-diverse people to live healthy, safe and thriving lives.

Women's Health Services play a unique role within Victoria's public health system. As specialists in gender equity, intersectional health promotion and primary prevention, we work to address the underlying causes of ill-health while improving equitable access to healthcare, information and support.

We recognise that health outcomes are shaped by social, economic and environmental conditions, as well as intersecting systems of power and discrimination. Experiences of sexism, racism, ableism, colonisation, homophobia, transphobia and weight stigma can affect health, wellbeing and access to safe, equitable and person-centred healthcare.

Working alongside communities, health services, government and regional partners, WHIN strengthens health system capability and drives system change through research, advocacy, partnership, capacity building and evidence-informed health promotion. We centre lived and living experience, strengthen referral pathways and service navigation, and contribute to policy, practice and innovation that improve health equity and healthcare access for women and gender-diverse people.

Position Summary

Key Objective

The Health Equity Specialist contributes to improving health systems across Melbourne's north so women and gender diverse people can live healthy, safe and thriving lives.

The position applies an intersectional feminist lens to find and remove the barriers in the health system that cause poor health outcomes, stigma and discrimination.

The Health Equity Specialist:

- develops, implements and evaluates evidence-informed initiatives that help people access the healthcare they need
- applies expertise in understanding health systems, health equity and health promotion practice to help services meet communities' needs
- supports resources, partnerships, advocacy and system initiatives that address the social determinants of health, strengthen health services and support equitable models of care
- collaborates with WHIN staff, health services, community organisations, government and regional partners.

The position draws on developments in women's health, health inequity, gender bias, weight stigma and findings from the Victorian Inquiry into Women's Pain to help people get care that is relevant to their lives and experiences.

Key Result Areas

Health Systems Improvement

Contribute specialist expertise to initiatives that improve health equity, strengthen healthcare access and responsiveness, and address the systemic barriers affecting women and gender-diverse people's experiences of health care.

Responsibilities

- Identify systemic barriers affecting access to healthcare for women and gender diverse people.
- Apply emerging evidence, including the findings of the Victorian Pain Inquiry, to inform health promotion initiatives and system improvement activities.
- Support health services to improve policies, practices and environments that contribute to equitable, person-centred healthcare.
- Contribute to initiatives addressing gender bias in healthcare: women's pain, medical misogyny, weight stigma, and other intersecting forms of discrimination.
- Support initiatives that strengthen health service responsiveness, referral pathways and access to care.

Health Promotion and Health Equity

Develop, implement and evaluate evidence-informed health promotion initiatives that advance health equity and improve health outcomes for women and gender-diverse people.

Responsibilities

- Develop, implement and evaluate evidence-informed health promotion initiatives aligned with WHIN's Strategic Plan.
- Apply contemporary health promotion approaches, systems thinking and innovation to improve health equity.
- Integrate intersectional, trauma-informed and size-inclusive approaches into project design, implementation and evaluation.

	• Contribute specialist expertise to projects addressing the social determinants of health and equitable access to healthcare. • Develop practical resources and tools that support evidence-informed health promotion practice. • Contribute to evaluation activities that demonstrate impact and inform continuous improvement.
Partnerships, Engagement and Capacity Building	Build and strengthen collaborative partnerships, engagement activities and capability building initiatives that improve health equity knowledge, practice and outcomes across the region. Responsibilities • Work collaboratively with WHIN Health Promotion and Capability Building staff to strengthen regional partnerships and initiatives. • Contribute specialist health equity expertise to WHIN's capability building activities. • Build effective relationships with health services, community organisations, local government and regional partners. • Engage peer workers, community advocates and people with lived and living experience to inform program design, implementation and evaluation. • Facilitate workshops, consultations and engagement activities that build understanding of health equity and healthcare access and inclusive practice.
Research, Evidence and Advocacy	Generate, analyse and translate evidence to inform advocacy, policy, health promotion practice and systems change. Responsibilities • Monitor emerging evidence relating to women's health, healthcare access, health equity, size-inclusive practice and healthcare inequities. • Undertake literature reviews, evidence synthesis and environmental scanning to inform health promotion initiatives. • Analyse systemic barriers to healthcare, including the impacts of stigma, discrimination and structural inequities. • Translate research and evidence into practical resources, tools and plain-English information for diverse audiences. • Contribute to policy submissions, reports, advocacy and communications that improve the health, safety and wellbeing of women and gender-diverse people.
Organisational Contribution	Contribute positively to WHIN's culture, strategic priorities, continuous improvement and organisational effectiveness. Responsibilities • Actively contribute to organisational planning, teamwork and continuous improvement. • Share knowledge and emerging evidence across WHIN to support organisational learning. • Demonstrate commitment to WHIN's vision, mission, values and feminist principles. • Undertake other duties consistent with the responsibilities of the position.

Professional Development and Performance	• Participate in supervision and annual performance development processes to monitor progress and support growth • Undertake professional development and training relevant to their role and to the organisation's priorities. • Maintain and develop professional knowledge, skills and expertise consistent with contemporary health promotion and health equity practice.
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Key Selection Criteria

Please note: all applications must contain a statement addressing each of the essential key selection criteria separately.

Essential	1. Tertiary qualifications in Health Promotion, Social Work, Public Health, Community Development, Social Policy or a related discipline, or equivalent experience. 2. Experience designing, implementing and evaluating evidence-informed health promotion, prevention, health equity or systems improvement initiatives. 3. Demonstrated understanding of health equity, gender equity, intersectionality and the social and structural determinants of health, and their application to improving health outcomes for women and gender-diverse people. 4. Demonstrated understanding of the Victorian health system and contemporary evidence relating to women's health, women's pain, gender bias in healthcare, weight stigma and equitable access to healthcare. 5. Demonstrated experience building collaborative partnerships and working effectively with health services, community organisations, government, multidisciplinary teams, peer workers and people with lived and living experience. 6. Demonstrated experience facilitating workshops, consultations, stakeholder engagement and capability building activities. 7. Excellent research, analytical and communication skills, including the ability to interpret evidence and translate complex information into accessible resources, reports, presentations and practical recommendations. 8. Strong commitment to feminist principles, gender equity, social justice and inclusive, trauma-informed and culturally safe practice.
Desirable	1. Experience working within community health, primary health, public health and/or community services. 2. Understanding of implementation science, quality improvement and systems change approaches. 3. Knowledge of Melbourne's northern metropolitan region and its communities.

Remuneration

All WHIN staff are employed under the conditions set out in its Employment Agreement (EA).

This role is classified equivalent to a Level 5 in the Social, Community, Home Care and Disability Services Industry Award 2010 (SCHADS).

As per WHIN's current EA, staff are paid 3% above award (exclusive of Superannuation).

Benefits

- Salary 3% above the award
- Flexible working arrangements including the ability to work from home
- The organisation offers employees the opportunity of salary packaging of up to \$16,050 per annum (\$30K grossed up). Salary packaging increases the value of the net salary (depending on personal taxation situation). (Salary packaging is subject to legislative requirements and in accordance with WHIN's policy.)
- In addition to four weeks annual leave staff are granted a further three days leave (grace-in-favour days) across the Christmas/New Year period
- Generous personal leave arrangements
- Time-in-lieu policy
- Right to Disconnect policy

Performance Monitoring

All new appointments are subject to a six-month probationary period.

Regular supervision is provided by WHIN, during which workload and performance are monitored.

WHIN conducts yearly performance review and appraisals.

Application Details

All applications must contain a statement addressing each of the key selection criteria separately.

Details of how to do this can be found here: <https://careers.vic.gov.au/how-to-reply-to-selection-criteria>

Referees, including a recent line manager, will be required if applicants are shortlisted after interview.

Women and gender diverse people from migrant, refugee, and Aboriginal and Torres Strait Islander communities are encouraged to apply.

Overseas applicants must confirm that they possess the relevant Australian work permits.

Further Information

Successful applicants will be required to enter into a Privacy and Confidentiality Agreement, undergo a police check, and obtain a Working with Children's permit.

If you have specific queries about this position, please contact the Director Prevention, Strategy and Communications, Tracy Taylor-Beck via email: tracy.tb@whin.org.au